

Personnel Related Questions and Answers

Workers' Compensation

- If I suffer a vaccination-related illness/reaction, will I be covered under California's Workers' Compensation?

Yes. The duties of a volunteer in the DHS Smallpox Response Team are considered work related, therefore eligible for workers' compensation benefits.

- If I have a mild reaction to the vaccination that requires me to miss a day or two from work, will my leave balances be charged to cover the lost time from work?

No. DHS is prepared to authorize Administrative Time Off (ATO) for employees who suffer a mild reaction to the vaccination for a maximum of three days.

- If my vaccination-related reaction is severe and I will require more than three days to recover, who will be responsible for the medical costs and loss of work time?

ATO will be approved to cover the first 3 days of lost work time to supplement the state compensation coverage that requires an employee to serve a 3 day waiting period, utilizing their own leave credits. Any loss of work time extending beyond 3 days would require the employee to file a compensation claim with medical verification, and obtain approval to cover the extended loss of work time.

Employee medical costs arising from the vaccination-related reaction will be covered by compensation.

- If I am referred to my personal physician by the local public health department for minor follow up treatment or feel the need to visit my personal physician for relief/verification of symptoms I am experiencing as a result of the vaccination, who will pay the co-payment (if required) and how will the loss of work time be accounted?



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State of California—Health and Human Services Agency
Department of Health Services



GRAY DAVIS
Governor

DIANA M. BONTÁ, R.N., Dr. P.H.
Director

DHS will reimburse the employee (via the travel claim process) for the co-payment fee paid to the health care provider for a vaccination-related illness visit. Additionally, the loss of work time for the visit would be included in the 3 days of authorized ATO.

- What if I feel I have developed a related medical condition subsequent to the vaccination?

You have up to one year from the date of your injury/illness to file a workers' compensation claim.

- Where can I obtain additional information regarding compensation benefits and filing a claim?

You may contact the DHS Compensation Office at (916) 657-0964, Calnet 8-437-0964 or the Office of Labor Relations and Recruitment at (916) 654-0400, Calnet 8-464-0400

Travel:

Approved travel while performing the duties of a Department of Health Services Smallpox Response Team Volunteer will be treated the same as state travel while on business. If a collective bargaining unit represents you, you will be reimbursed in accordance with your contract. If you are a non-represented employee, you will be reimbursed in accordance with the Department of Personnel Administration Laws and Rules governing state travel and reimbursement. For more information, you may refer to DHS's Travel Guide located on the IntraNet.

Overtime:

If you are required to work overtime as a result of performing duties for the Department of Health Services Smallpox Response Team, you will be compensated as if you are performing your normal duties, in accordance with departmental policies/procedures and your established workweek group.



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